



## **DIVERSITY POLICY**

**FREMONT PETROLEUM CORPORATION LIMITED**

**ACN 114 198 471**

## DIVERSITY POLICY

The Board of Fremont Petroleum Corporation Limited (“the Company”) as part of its Corporate Governance has developed its Diversity Policy.

### *Vision*

The Company is committed to an inclusive workplace that embraces and promotes diversity.

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives. We recognise that team members will assume changing domestic responsibilities throughout their careers.

### *Objectives*

The Company has a number of objectives in place to continually work towards its vision. These objectives include:

- Recruit and develop employees based upon competence, and not gender, age, disability or ethnic background
- Embrace cultural diversity in its areas of operation
- Promote good working relationships in an environment free of discrimination.

### *Principles*

This policy provides a framework for new diversity related initiatives and policies within our business. The underlying principles of the framework however have been embedded in the Company’s workplace from inception of the Company.

We reward and promote our employees based on assessment of individual performance, capability and potential. The Company is committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

### *Measures and accountabilities*

The Chairman & Managing Director/CEO will monitor the progress and report to the Nomination and Remuneration Committee on the effectiveness of diversity related objectives. Given the size and nature of The Company’s workforce, the Company at this stage has chosen not to implement measurable objectives on which the Company will report on.

The Board of Fremont Petroleum Corporation Limited believes that this is appropriate at the time of writing this policy and will review this in conjunction with other governance policies on an annual basis.

**APPROVED AND ADOPTED**

This charter was reviewed and approved and adopted by the Board



Guy Thomas Goudy  
Executive Chairman  
Dated – 6<sup>th</sup> March, 2019